INDUSTRY MEET REPORT 2025

KING'S COLLEGE
nurturing entrepreneurship

LIST OF CONTRIBUTORS

CONCEPT

- Sushant Rijal

REPORT PREPARED BY

- Sushant Rijal
- Sumira Shrestha
- Sarika Bhaukaji
- Harpreet Kaur
- Udgum Khadka

FACILITATORS

- Sushant Rijal
- Udgum Khadka

MODERATORS

- Pradeep Ghimire
- Manoj Pandey
- Sarthak Thapa
- Sushma Aryal
- Yomoo Bajracharya
- Prashanna Thapa
- Bishestha Shrestha
- Swechhya Rajbhandary
- Meghanath Dulal
- Dixit Bhatta

EMCEE

- Prasuma Rawal

KEYNOTE

- Sagar Satyal

CREATIVES

- Anup Panta
- Sujina Shrestha

SNACKING PARTNER

SNACKOON

TABLE OF CONTENT

06

Theme 1:
Artificial Intelligence (AI)

- Roles and Tasks Being Phased Out
- Roles or Skill Sets Emerged
- Role of stakeholders

07

Theme 2:
Hard Skills for Graduates

- Hardskills Required by the Graduates
- Role of stakeholders

08

Theme 3:
Gen Z Employees

- Strengths of Gen Z
- Areas of Growth for Gen Z Professionals
- Successful Approaches

09

Way Forward

10

Thank you Note

Background

Industry-academia partnership is crucial for driving innovation, identifying & addressing relevant gaps and developing a collaborative ecosystem. While academia and industry have long been working towards similar goals, they conventionally operate in silos, limiting the potential impact of their collaborative efforts. The Industry Meet organized by King's College themed Bringing Industry into Academia focused on exchange of ideas, challenges, and opportunities, allowing both sectors to collaboratively address skill gaps and challenges.

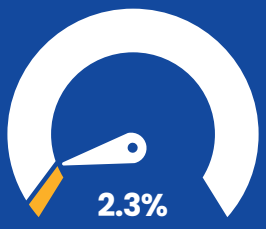
Industry Meet was first initiated in 2023 when King's College initiated discussions with some of our industry partners to explore current industry trends and seek feedback for the academia. With four industry partners participating, this initial discussion inspired the idea for a larger event, where more industry partners could join, discuss innovative ways to work together, strengthen collaborations focusing on the intersection where industry and academia could collaborate. This meet served as a steppingstone towards building stronger, more cohesive ties between academia and industry. In August 2024, King's College hosted Industry Meet 2024. The focus of the event was to bring together our valued industry partners together to identify emerging trends, challenges in our respective areas and explore innovative solutions through collective expertise.The Industry Meet 2024 was joined by 45 organizations through 58 representatives.

Overview

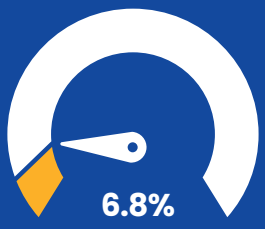
INDUSTRY MEET 2025

The Industry Meet 2025 themed Bringing Industry into Academia brought together a diverse group of industry partners from organizations including tech professionals, entrepreneurs, HR managers, recruiters, co-founders and founders. Sponsored by Snackon, the meet had participation from organizations F1Soft Group, Mastakala Crafts, Outside Tech, Star Hospital & Imperial Business College, Genese Solutions, Citytech Group P Ltd., ADEX/ Tekbay Digital, CG Holdings, Niural Nepal, Laxmi Sunrise Bank P Ltd., Deurali Janta Pharmaceuticals P Ltd., Alpas Technology P Ltd, Alpen Labs, Danson Solutions Pvt. Ltd., Chimpvine, ComplianceQuest Nepal P. Ltd., Ullens Education Foundation, Securitypal, N-Agro P Ltd., Biruwa Advisors, Nepal Tea Collective, Leapfrog Technology Nepal P Ltd., Chocolate by PS, U.S Embassy, Deurali Janta Pharmaceuticals P Ltd, Cellapp | SmartPalika, Grepsr P. Ltd., Jobs Sniper P Ltd., Prixa Technologies, YoungInnovations, Up Cycle Nepal, SecurityPal Inc., Ujyalo Foundation, Clock B Business Innovations.

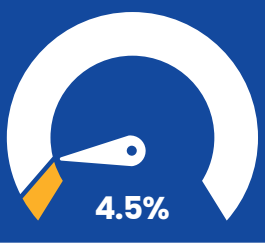
Participation Composition by Designation.



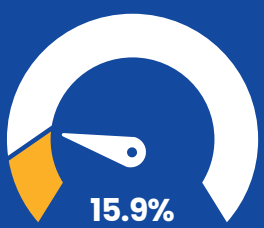
Founder



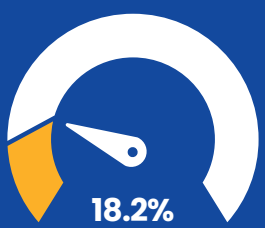
CEO



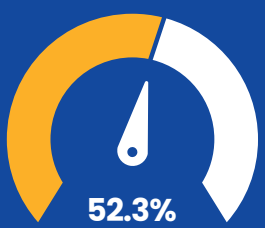
Customer Experience



Director

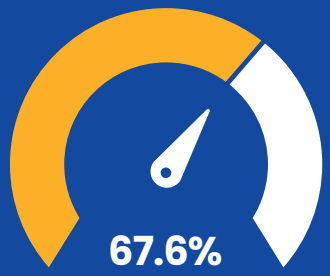


Co-founder

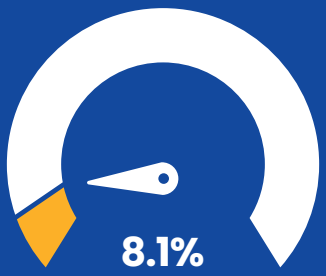


HR

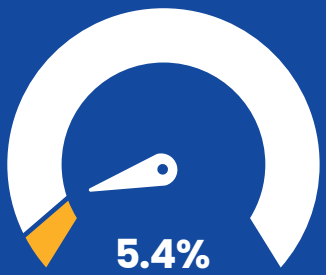
Industry Representation Breakdown



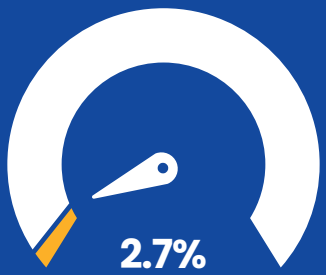
Tech



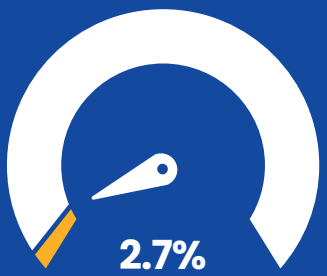
Recruitment



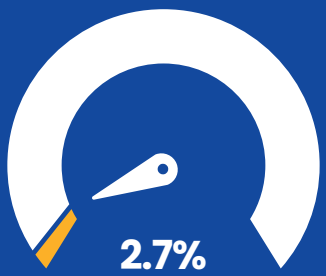
Business



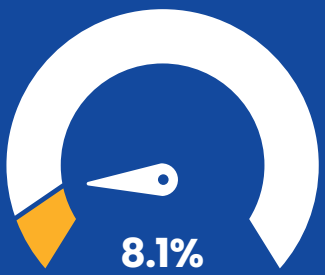
Start up



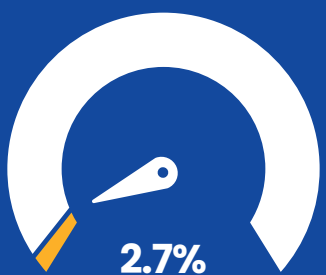
Education



Banking



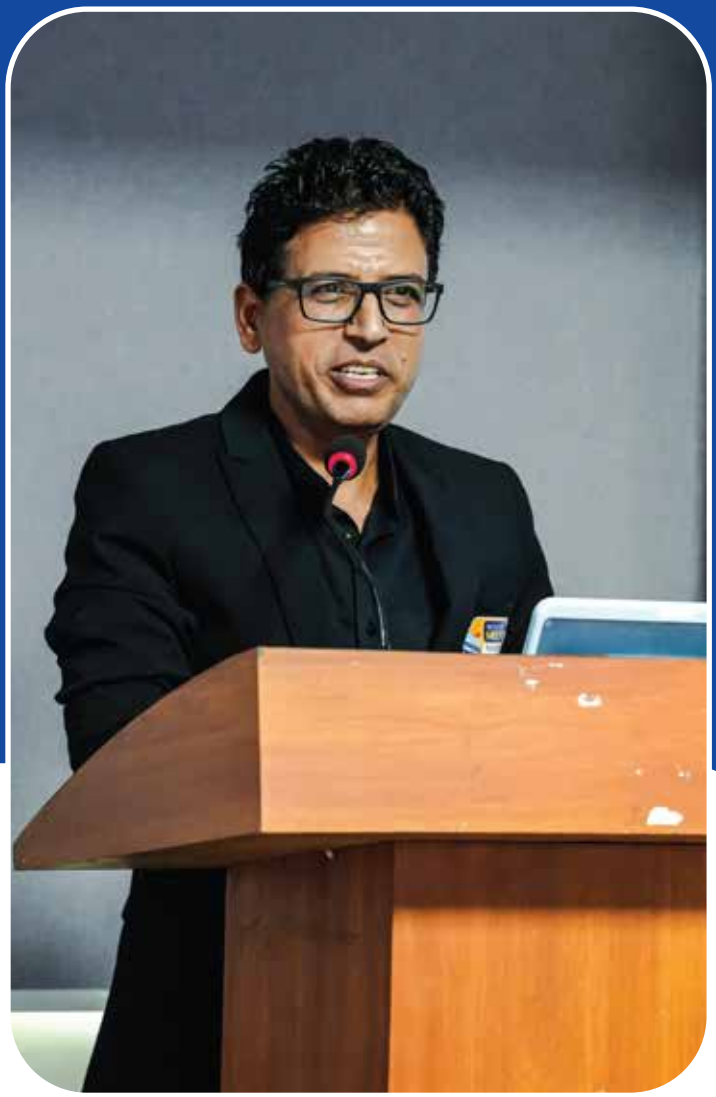
Corporate



Manufacturing

MAJOR HIGHLIGHTS

- Welcome Note by the **President**
- **King's College:** Snapshot
- **Keynote:** Emotions at Work session by Sagar Satyal
- Workshop on **Industry Insights**
- High-Tea and **Networking**



The event opened with a welcome note from the President of King's College, **Mr. Narottam Aryal.**

Following the opening remarks, a snapshot of King's College was presented to offer context and background about the institution.

The program then transitioned to a keynote presentation titled "Emotions at Work," which explored the subtle presence of everyday emotions at the workplace and the role of emotional intelligence in professional settings. This thought-provoking session by Sagar Satyal, Co-Founder of My Emotions Matter laid the foundation for deeper exploration of the topic.

Another highlight of the event was an interactive workshop designed to capture the core purpose of the meet.

The workshop facilitated by Mr. Udgum Khadka, Head of International Collaboration & Innovation and Mr. Sushant Rijal, Head- Innovation Kitchen was themed around industry insights.

Throughout the moderated workshop, participants addressed three critical workplace topics: Artificial Intelligence's Impact, Hard Skills for Graduates, and Gen Z Employee at Workplace.

The formal program drew to a close with a heartfelt thank you note from Ms. Sumira Shrestha, Head- Professional Development & Career Services expressing gratitude to all participants, speakers, and organizers for their contributions to the event's success.

The event concluded with an informal networking session over snacks, providing attendees with valuable opportunities to connect, share experiences, and continue discussions in a relaxed atmosphere.

Objective

INDUSTRY MEET 2025

To create a platform where industry professionals can share their insights on the role of Artificial Intelligence in the workplace, demand for hard skills for graduates, and the trend of Gen Z employees.

To provide space for industries to share their perspectives on how academia can support them in addressing workplace challenges, fulfilling skills gaps, and preparing students for the workplace.

To integrate the student perspectives into the discussions, enabling industry partners to understand how young professionals view the workplace, career expectations, and opportunities for growth.

To strengthen industry-academia collaboration by exploring innovative ways to align academic programs with emerging market trends and explore future partnerships.

Methodology

The major highlight of the Industry Meet was the Workshop on Industry Insights. The workshop was structured into three segments and moderated throughout. All the participants were divided into ten teams. Each table had participants representing the same or similar industry. The tables also had a moderator assigned by the organizing team to ensure equal and productive discussion.

To develop insights from industry, the participants were asked three key questions related to Impact of Artificial Intelligence (AI), Hardskill among graduates and managing Gen Z employees in the workplace. Participants, representing various industries, engaged in group discussions to identify relevant factors from their experience based on consensus. The moderator from each table recorded and digitized the table discussions. The notes and files sent by each moderator are a basis for this report.The collected responses were then collated, clustered and named into common themes inductively to develop a final list of key factors for each segment. This collaborative approach helped in synthesizing diverse perspectives into understanding the industry's current dynamics and developing actionable insights to address industry challenges.

Theme 1:
Artificial Intelligence (AI)

There was consensus among the industry experts that AI would not be replacing jobs on a massive scale. However, they believed that the advent of AI would reshape and transform the job market. The professionals acknowledged that AI could potentially replace certain tasks which are monotonous, repetitive (like data entry, initial drafting, email drafting and so forth). The impact is asymmetrical across the industry because of the level AI Adoption & maturity phase of the industry. IT, finance and consulting are experiencing rapid integration, while healthcare, and manufacturing have high capability of integrating but adoption is subject to regulatory requirements or need of human observation in some of their processes (Ie in health care AI might be important in diagnosis, drug discovery and so forth but not in services, like in hospital, where care is needed). And in agriculture they are adopting slowly due to the use of traditional practices. With the emergence of AI, the nature of work is changing, with a shift away from routine tasks towards higher order skill, potentially making use of AI in their job role, i.e. strategic, analytical, and interpersonal roles.

Roles and Tasks Being Phased Out

The industry experts believed that most of the repetitive and rule-based tasks across different functions are most likely to be replaced. They mentioned, the tasks that would most likely be replaced include:

Administrative & Communication Tasks: Email writing, scheduling, report generation, note-taking, and creating presentations.

Data Processing: Note taking, Manual data entry, document review, translation, consolidation, and simple data analysis.

Initial Drafting: Generating initial content, code, designs, and communication drafts that require human refinement.

HR Functions: Screening applicants, filtering applications, and handling routine queries.

Manufacturing & Operations: Automating large machine operations and quality control, moving towards higher levels of automation.

Roles or Skill Sets Emerged

The industry experts believed that most of the repetitive and rule-based tasks across different functions are most likely to be replaced. They mentioned, the tasks that would most likely be replaced include:

New *Roles*

- **AI Trainers & Specialists:** Someone who could teach AI and curate AI tools effectively across all departments to produce accurate, relevant, and unbiased outputs.
- **Prompt Engineers:** Translating human questions and commands into effective instructions for AI, and refine the outputs.
- **Roles combining domain knowledge with AI:** Experts who understand a specific field (e.g., law, medicine, marketing) and can leverage AI tools to solve problems within it. Also, monitoring and reviewing AI-generated outputs
- **Data Analysts & Interpreters:** With the advent of AI, this role has evolved from just processing data to interpreting AI-generated insights and explaining them for decision-making.
- **Business Intelligence:** Using AI-powered insights to develop the strategies and operations for the business.
- **Data Management:** Skills like "SAP knowledge" and managing "cloud-based reporting systems" are needed to handle the data infrastructure that AI requires.

New *Roles*

- **Regulatory & Compliance Specialists:** Ensuring AI systems adhere to laws and ethical guidelines, especially in sensitive sectors like healthcare and finance.
- **Oversight and Review:** The emphasis on human oversight to monitor AI outputs and prevent misuse or errors.

New *Skillsets*

- **AI Literacy:** The ability to understand, use, and interact with AI tools effectively is becoming a requirement "across all departments." This includes knowing what AI is good for and what its limitations are.
- **Core Digital Fluency:** Foundational knowledge of key software (e.g., SAP, data visualization tools) and understanding of operational tech (barcoding, machine-operation articulation).
- **Data Analysis & Visualization:** The skill to draw out insights and solutions from data and present them clearly to support decision-making.
- **From Processing to Insight:** The role is transforming from handling data to using AI to analyze it faster, freeing humans to focus on the higher-value work of interpretation and action.
- **Critical Thinking & Problem-Solving:** The skillsets call for the evaluation of the outputs, to improve solutions, not just find shortcuts.
- **Proactive Application**: The need for proactiveness actively exploring how to apply AI to problems rather than waiting for instructions.
- **Prompt Engineering:** A specifically named valuable skill. It's the ability to "prompt, evaluate, and refine AI outputs" effectively. It's framed as knowing "why you are using it and to what extent."
- **Communication and Emotional intelligence:** To communicate more purposefully and mindfully.
- **Hard skills:** Subject Knowledge and core logic of the job role is needed. Coding is an added advantage.

Role of Stakeholders

Role of Academia

Academia must undergo a fundamental shift from theoretical learning to applied, practical skill development to prepare students for an AI-augmented workplace.

- **Revamp Curriculum:** Integrate mandatory, practical digital and AI literacy across all disciplines, focusing on real-world applications (e.g., SAP, data analysis, prompt engineering) rather than just theory.
- **Promote AI-focused learning spaces:** Promote AI-focused learning spaces through platforms like LinkedIn learning, Coursera and Udemy.
- **Teach Critical Human Skills:** Prioritize developing critical thinking, problem-solving, communication, and emotional intelligence to counteract over-dependence on AI and ensure graduates can evaluate AI outputs and lead in people-centric roles.
- **Forge Industry Links:** Actively collaborate with industry through bootcamps, workshops, and knowledge-exchange programs to keep curriculum relevant and expose students to real-world AI applications and challenges.
- **Instill the Right Mindset:** Actively discourage the use of AI as a shortcut; instead, teach strategic application, ethical use, and proactive exploration of AI as a tool to enhance human work.

Role of Industry

Industry has a responsibility to partner with educational institutions and invest in continuous learning to build a capable workforce.

- **Provide Practical Training:** Offer in-house training, workshops, and access to online platforms (e.g., LinkedIn Learning, Coursera) to upskill both new hires and existing employees on specific AI tools and workflows.
- **Collaborate on Curriculum:** Work directly with academia to help design relevant curricula, provide case studies, and host internships or mini-bootcamps that give students hands-on experience with the tools and problems they will face on the job.
- **Define Needed Skillsets:** Clearly communicate the evolving skills needed, such as prompt engineering, data interpretation, and AI management, to help academia tailor its programs effectively.
- **Offer Continuous Upskilling:** Create a culture of lifelong learning to help all employees adapt to new technologies, mitigating fears of job displacement and focusing on role transformation.

Role of Students

Students must adopt a proactive and engaged approach to learning, taking personal responsibility for their preparedness.

- **Cultivate a Proactive Mindset:** Actively explore AI's applications instead of waiting to be taught. Seek out opportunities to learn and experiment with new tools and platforms.
- **Build a Strong Foundation:** Master core subject knowledge, logic, and fundamentals. Understand that AI is a tool to augment this knowledge, not replace it.
- **Focus on Learning, Not Shortcuts:** Reject the use of AI as a "last-minute gimmick" or shortcut for assignments. Use it instead to deepen understanding, improve solutions, and gather diverse perspectives.
- **Pursue Continuous Learning:** Take initiative by enrolling in online courses (Coursera, Udemy) and attending workshops to build in-demand skills like data analysis and prompt engineering, fostering an attitude of adaptability and lifelong learning.

Theme 2:
Hard Skills for Graduates

Industry demands a strong foundation in applied technical skills that are directly relevant to modern digital workflows. The essential hard skills consistently cited across sectors focus on data proficiency, programming, mastery of key business software platforms, and emerging AI competencies. These skills are considered the non-negotiable entry level skills for graduates, enabling them to contribute immediately to data-driven decision-making, project execution, and specialized technical functions within their specific industry.

Hardskills Required by the Graduates

Industries require a combination of hard skills as a non-negotiable baseline and soft skills as critical enablers for growth and effectiveness. Hard skills (e.g., data analysis, programming, software proficiency) are essential for performing core technical tasks and are the minimum expectation for hiring. However, soft skills (e.g., communication, adaptability, problem-solving, emotional intelligence) are often prioritized for fresh graduates, as they ensure teamwork, client interaction, and the ability to learn and evolve in rapidly changing environments. Ultimately, while hard skills (also discussed in Industry Meet 2024) get candidates in the door, soft skills determine their ability to lead, collaborate, and thrive professionally.

Here are the few *hardskills endorsed* by our industry experts.

Data Analysis & Technical Computing

- Proficiency in data analysis tools (e.g., Excel, R, Python, SPSS, Power BI, Tableau)
- Business Intelligence: Ability to interpret data trends and derive insights for decision-making.
- Data visualization and dashboard creation.
- Applied statistics and financial modeling.

Industry-Specific Software & Platform Proficiency

- Finance/Accounting: SAP, Tally, accounting software, ARPs, Bill Summary, CAPEX/OPEX, Taxation
- HR: HR Information Systems (HRIS), Applicant Tracking Systems (ATS), payroll and compliance software.
- Marketing & Sales: CRM platforms (e.g., Salesforce, Zoho), social media tools, motion graphics, video editing, Labour law and related law knowledge
- IT (Core Programming & Software Development) : Programming fundamentals and languages (e.g., Java, JavaScript, Python, Rust, PHP, Apex), backend development skills and knowledge of APIs (REST API, GraphQL), understanding of version control systems (Git) and basic web technologies (HTML, CSS).
- Manufacturing: Machinery operation, troubleshooting, CAPEX/OPEX management.
- Agriculture: GIS mapping, remote sensing, supply chain analytics.
- QA/Testing: Quality assurance, automation testing.

Here are the few hardskills endorsed by our industry experts.

General Business Technologies

- Google Workspace
- Microsoft Suite
- Laptop/Device handling
- Internet and Search Engines
- Project management tools (Jira, Trello, Asana, ClickUp)

Digital, AI, and Technical Operations

- AI Prompt Engineering: Crafting effective queries for AI.
- Cybersecurity knowledge and data protection handling (e.g., GDPR).
- Cloud platforms (AWS).
- Cloud computing and IT infrastructure skills.
- Basic IT literacy: device handling, search engine proficiency, and software navigation.

Compliance Knowledge and Reporting

- Governance, Risk & Compliance (GRC): Risk analysis, compliance software, legal knowledge (e.g., labour law).
- Professional Documentation: Memo writing and professional communication.

Role of Stakeholders

The collective insight from industry leaders underscores that effectively training youth for the modern workforce requires a unified, collaborative effort focused on relevance, practicality, and adaptability. The common themes revolve around closing the persistent gap between theoretical knowledge and applied skills, fostering continuous and agile learning, and ensuring that training is directly aligned with the rapidly evolving demands of the digital economy. Success hinges on a shared responsibility where academia, industry, and students themselves actively participate in an ecosystem of experiential learning and lifelong skill development.

Role of Academia

- **Update Curricula:** Integrate practical, industry-relevant hard skills (e.g., data analysis, programming, AI tools, sector-specific software like SAP/Tally, CRM platforms) and emphasize real-world applications over theoretical knowledge.
- **Bridge the Skills Gap:** Address mismatches between academic content and industry needs by aligning courses with current market demands (e.g., cybersecurity, prompt engineering, project management tools).
- **Promote Hands-On Learning:** Incorporate hands-on modules, certifications (e.g., AWS, Salesforce), and exposure to tools like Excel, Power BI, and programming languages (Python, Java).
- **Collaborate with Industry:** Foster frequent, ad-hoc partnerships with industries for guest lectures, live projects, internships, and curriculum co-design to ensure relevance and real-time updates.
- **Emphasize Soft Skills:** While hard skills are foundational, integrate soft skills training (e.g., communication, problem-solving, adaptability) to create well-rounded graduates.

Role of Industry

- **Provide Practical Training:** Offer short modules, workshops, and certifications on industry-specific tools (e.g., CRM software, cloud platforms, compliance protocols) to supplement academic learning in collaboration with universities.
- **Support Experiential Learning:** Create opportunities for internships, apprenticeships, and immersive projects that give students hands-on exposure to real workflows and challenges.
- **Engage in Curriculum Development:** Collaborate with academia to shape courses, share insights on emerging trends (e.g., AI, data analytics), and help define skill requirements.
- **Mentor and Guide:** Facilitate knowledge exchange through mentorship, guest lectures, and industry-led sessions to help students understand professional expectations and sectoral nuances.
- **Highlight Sector-Specific Needs:** Communicate contextual hard skills (e.g., GIS for agriculture, machinery for manufacturing) to ensure training is aligned with diverse industry demands.

Role of Students

- **Proactive Skill Acquisition:** Take initiative to learn industry-relevant hard skills (e.g., coding, data visualization, software proficiency) through online platforms (Coursera, Udemy), certifications, and self-directed projects.
- **Seek Practical Exposure:** Pursue internships, part-time work, or volunteer opportunities from an early stage (e.g., from first year of college) to gain real-world experience and maturity.
- **Develop a Learning Mindset:** Cultivate adaptability, willingness to learn, and resilience to keep pace with technological changes (e.g., AI advancements, tool updates).
- **Balance Hard and Soft Skills:** While mastering technical competencies, prioritize soft skills like communication, teamwork, and emotional intelligence to enhance employability and career growth.
- **Leverage Resources:** Engage with industry-academia initiatives (e.g., bootcamps, workshops) and seek mentorship to bridge knowledge gaps and build professional networks.

Theme 3:
Gen Z Employees

Gen Z brings significant strengths to the workplace, including digital fluency, fresh perspectives, and a strong desire for purposeful work. However, they also present challenges, such as a tendency for impatience, job-hopping, and underdeveloped soft skills in communication and resilience. To effectively manage this generation, companies must move beyond traditional hierarchies and adopt a more flexible and engaging approach. Successful strategies include offering clear purpose, continuous mentorship, flexible work environments, and involving them in decision-making. Ultimately, harnessing the potential of Gen Z requires a supportive culture that values their contributions while providing the structure they need to thrive.

Strengths of Gen Z

- **Tech-Savvy & Digitally Fluent:** Gen Z are quick to adapt to new digital tools, AI, and technology, often serving as informal tech advisors in the workplace.
- **Fast Learners & Eager for Growth:** They are curious, independent learners who use online platforms to upskill quickly and bring a strong hunger for knowledge.
- **Fresh Perspectives & Creativity:** They value innovation over routine, bring novel ideas and market insights, and challenge traditional methods with creative, purpose-driven solutions.
- **Meaning and Value:** They seek meaning and value in what they do. In such cases they are passionate and hardworking. They are also open to risk and experimentation with new ideas, technologies and opportunities. They are environmentally conscious.
- **Boundaries and self care:** They like to keep boundaries and keep self-care to their priority.

Areas of Growth for Gen Z Professionals

- **Impatience & Desire for Instant Gratification:** They often expect rapid promotions, quick results, and immediate recognition, leading to a lack of patience for long-term processes.
- **Weak Soft Skills & Professionalism:** They frequently struggle with formal communication, interpersonal skills, teamwork, respecting hierarchy, and handling workplace pressure or constructive feedback.
- **Low Loyalty & High Job-Hopping:** A strong tendency to switch jobs for better opportunities(without pre-information), often influenced by factors like abroad plans or higher pay, coupled with a lack of long-term commitment.
- **Short attention span:** Impatient, low stress tolerance, short attention span and easily distracted
- **Challenge traditional hierarchy:** Specially in Nepalese society where there are organisational hierarchies and seniors need a level of respect
- **Accountability and Prioritisation:** Struggle with accountability (Say last moment excuses) and prioritization of the work (and other activities like exam, deadlines and so forth)

Successful Approaches

The collective recommendations emphasize a shift away from traditional, hierarchical management towards a style that is flexible, purposeful, and supportive. The key is to harness their strengths while providing structure to help them navigate their weaknesses.

Foster a Flexible and Adaptive Work Environment

- **Offer Flexibility:** Implement hybrid or remote work options to match their digital comfort and desire for autonomy.
- **Grant Autonomy:** Assign tasks with the freedom to explore methods and find creative solutions, avoiding micromanagement.
- **Create Dynamic Roles:** Design project-based work and varied tasks to prevent monotony and retain their interest.

Provide Clear Purpose, Transparency, and Growth

- **Communicate the "Why":** Clearly explain the purpose behind tasks and how their work contributes to larger company goals.
- **Ensure Transparency:** Be open about career progression paths, compensation (CTC), and both the positive and challenging aspects of the business to manage expectations.
- **Define Clear Pathways:** Outline clear, achievable career progression and growth opportunities within the company to reduce turnover.

Implement Continuous Feedback and Personalized Mentorship

- **Offer Regular Feedback:** Provide frequent, constructive feedback to keep them engaged and on track, replacing traditional annual reviews.
- **Establish Mentorship Programs:** Pair them with experienced employees for one-on-one coaching that connects their personal growth to company objectives.
- **Focus on Development:** Provide continuous learning opportunities, upskilling platforms, and "stretch projects" to channel their curiosity.

Build a Supportive and Inclusive Culture

- **Build Emotional Connection:** Show that they are valued and listened to, which builds loyalty and motivates them to deliver.
- **Prioritize Mental Wellbeing:** Foster an open culture, offer counseling, and implement wellness programs to address stress and anxiety.
- **Promote Inclusivity:** Create a cordial, diversified, and non-toxic work environment where their views are respected.
- **Encourage Socialization:** Use team-based projects that mix different personalities to build collaboration and peer learning.
- Promote listening culture: Promote culture where everyone feels listened to.

Set Clear Expectations and Provide Structure

- **Define Boundaries Early:** Communicate company structures, policies, and job expectations clearly from the very beginning.
- **Instill Professionalism:** Use structured mentorship and clear timelines to reinforce work ethics, accountability, and respect for organizational norms.
- **Make Work Visible:** Utilize project management platforms to help them track tasks and manage their energy and priorities effectively.

Role of Stakeholders

Role of Academia

- **Shift to Student-Focused Learning:** Move towards engaged, personalized education that matches Gen Z's style of learning (e.g., digital tools, project-based work).
- **Integrate Soft Skills Training:** explicitly teach professional communication, teamwork, resilience, and how to handle feedback to address identified soft skill gaps.
- **Set Realistic Expectations:** Provide transparency about workplace cultures, challenges, and hierarchies to prepare students for the reality of their careers and reduce job-hopping.
- **Promote Mental Wellness:** Foster open discussions about mental health and integrate support systems, counseling, and stress management into the student experience.

Role of Industry

- **Offer Personalized Mentorship & Coaching:** Provide one-on-one guidance to help Gen Z employees connect personal growth with company goals, satisfying their need for purpose and development.
- **Create Flexible & Purpose-Driven Work:** Design roles with autonomy, clear purpose, and hybrid options to engage them and leverage their desire for meaningful, adaptable work.
- **Provide Continuous Feedback & Learning:** Establish frequent check-ins and offer opportunities for upskilling and micro-learning to satisfy their hunger for growth and constant feedback.
- **Build an Inclusive Culture:** Foster a respectful, non-toxic environment where Gen Z voices are heard and valued to build emotional connection and loyalty.

Role of Students

- **Develop Professional Soft Skills:** Proactively work on communication, emotional intelligence, patience, and respecting hierarchy to overcome the weaknesses identified by employers.
- **Seek Purpose and Alignment:** Choose opportunities and companies whose values and mission align with their own to ensure long-term engagement and satisfaction.
- **Embrace Continuous Learning:** Take initiative for self-directed learning through online platforms to upskill independently and stay adaptable.
- **Cultivate Resilience:** Build strategies for managing workplace pressure, handling constructive criticism, and persevering through long-term projects to improve their tolerance for challenging situations.

Way Forward

The discussions with industry leaders revealed that the future of work is being reshaped by AI and the entry of Generation Z, demanding a critical evolution in how we prepare our youth. The findings highlight an urgent need to bridge the persistent gap between academic instruction and industry requirements, emphasizing practical hard skills, foundational soft skills, and adaptable, purpose-driven mindsets.

As a way ahead, we will leverage these findings to foster meaningful change. We are organizing an extensive discussion with academia experts to review these industry insights and collaboratively devise targeted interventions. This will be formalized through an "Academia Discussion" where we will explore concrete steps to integrate these needs into our programs, whether through the development of new modules, the embodiment of specific activities, or direct curriculum changes, ensuring our graduates are future-ready and fully aligned with the evolving demands of the workforce.

thank you

We extend our sincere appreciation to all the participants of King's College Industry Meet 2025. We especially thank our industry partners. Your presence and active involvement played a great role in making this event impactful. The insights, perspectives, and experiences you shared not only enriched the discussions but also provided us with a gateway for new possibilities for collaboration between academia and industry.

With the valuable insights gained from the event, we hope to address the current market needs, prepare students to adapt in evolving industry trends, and sharpen their professional development while enhancing their awareness of real-world challenges. These learnings from the discussions are meaningful for all the stakeholders and will guide us in making education more relevant and impactful. Your continued support strengthens our commitment to prepare students for the professional world while building meaningful partnerships with industry leaders.

Our heartfelt gratitude to our sponsor and snacking partner SnackOn for keeping up our energy throughout the event with healthy snack bars. We are truly thankful to our team members at King's College for supporting the event in everyway.

We look forward to a collective journey on building a stronger ecosystem towards industry-academia synergy.Thank you once again for your valued participation. We look forward to working with you and welcoming you to our upcoming initiatives.